

INTERNATIONAL CITY MANAGERS' ASSOCIATION
1313 EAST 60TH STREET - CHICAGO 37, ILLINOIS

Report
86 Mar.-'51

This report was prepared in response to an inquiry from a municipality subscribing to this Service and is distributed to all subscribers. The contents may not be reproduced without permission.

Route To:

Return To:

PAY RATES FOR SELECTED CITY JOBS IN JANUARY, 1951

What changes were made during 1950 in salaries and wages, the work week, and vacation provisions for municipal employees?

Early in January, 1951, the International City Managers' Association sent follow-up inquiries to officials of 66 cities (58 of less than 100,000 population) who have reported in prior semi-annual salary surveys. At the same time, the Civil Service Assembly sent a similar inquiry to selected cities, mostly over 100,000 population. Returns were received from 95 of the 98 cities listed in MIS Report No. 75 issued in April, 1950. In addition one city, Muskogee, Oklahoma, has been added for this summary. The pay changes that were made during 1950 in these 96 cities are summarized below.

Extent of Pay Raises for 20 Jobs in 1950. Sixty-two cities reported to ICMA for this survey, and at least one-half of these cities raised pay over that reported one year ago (MIS Report No. 75) in 18 of the 20 jobs. Sixty to 66 per cent of the reporting cities raised pay at both minimum and maximum for laborer, truck driver, policeman, fireman, heavy equipment operator, and automobile mechanic. The two jobs that were raised by less than one-half of the cities reporting for each job are junior accountant (44 per cent) and playleader (32 per cent).

Extent of General Pay Increases. Cities reporting to ICMA were asked to indicate any service-wide pay increases granted between January 1, 1950 and January 1, 1951. Thirty-six of the 62 cities reported general increases: 16 by flat amounts, 15 by percentage increases, and five by other methods. Eighteen additional cities reported increases for certain employee groups, and two cities (Berkeley and Stockton, California) reported service-wide increases to become effective after January 1, 1951. The methods used in the 36 cities granting general pay increases are as follows:

1. Flat Rate Increases--(Where two rates are shown for any city, the first is for salaried positions and the second for hourly rated positions). Rockland, Me., \$3 per week; Teaneck, N. J., \$25 per month; Watertown, N. Y., \$100 per year and 10 cents per hour; Cedartown, Ga., \$120 per year and 10 cents per hour; St. Petersburg, Fla., (for all employees under \$5,000 per year), \$25 per month and 13 cents per hour; Beloit, Wis., \$20 per month and 10 cents per hour; Madison, Wis., \$20 per month; Painesville, Ohio, \$10 per month and 5 cents per hour; Pontiac, Mich., \$10 per month and 6 cents per hour; Covington, Ky., \$36 per month; Paducah, Ky., \$20 per month; Atchison, Kan., \$10 per month; Fargo, N. D., \$6 per month; University City, Mo., \$10 per month; Austin, Tex., \$10 per month and 5 cents per hour; and Muskogee, Okla., \$8 per month and 5 cents per hour.

2. Percentage Increases--Portland, Me., 5 per cent; Elmira, N. Y., 7 per cent; Northampton, Pa., 10 per cent; Sewickley, Pa., 5 to 9 per cent; Rock Hill, S. C., 8 per cent; Albert Lea, Minn., 10 per cent for police and fire, 7 per cent for all others; Ashtabula, Ohio, 10 per cent; Winnetka, Ill., 4 per cent; Murfrees-

(Over)

boro, Tenn., 10 per cent; Boulder, Colo., 5 per cent; Colorado Springs, Colo., 5 per cent; Bakersfield, Calif., 5 per cent; Fresno, Calif., 5 per cent; Pasadena, Calif., 6 per cent; and Pittsburg, Calif., 5 per cent.

3. Other Methods--Sarasota, Fla., salaried positions were raised 7 per cent, and hourly rated positions below 75 cents per hour were increased to 75 cents to conform to federal minimum wage standards; Marquette, Mich., varying adjustments for all employees; Traverse City, Mich., varying adjustments (mostly \$10 per month) for all employees; Chico, Calif., \$20 per month for salaried positions and varying amounts for hourly rated positions; Verdun, Que., \$2 to \$9 per week.

In addition to the general pay increases described above, 18 cities granted increases to certain employee groups or made adjustments in the pay ranges of a few classes of positions: Brattleboro, Vt.; Hartford, Conn.; New London, Conn.; Portsmouth, N. H.; Carlisle, Pa.; Mamaroneck, N. Y.; Charlotte, N. C.; Clarksburg, W. Va.; Durham, N. C.; Roanoke, Va.; Kingsport, Tenn.; Ames, Iowa; Cushing, Okla.; Grand Junction, Colo.; Laramie, Wyo.; Bend, Ore.; Eugene, Ore.; and Shawinigan Falls, Que.

General Pay Increases in Other Cities in 1950. Early in 1951, the Civil Service Assembly sent a special questionnaire to its agency members asking for information on general pay increases granted during 1950. Among the 34 CSA cities included in this survey report, 12 definitely indicated general salary increases granted during 1950: Akron, Ohio; St. Louis, Mo.; Dallas, Tex.; Kansas City, Mo.; Jacksonville, Fla.; Portland, Ore.; Atlanta, Ga.; Tampa, Fla.; Sioux Falls, S. D.; Miami, Fla.; Bremerton, Wash.; and Pittsburgh, Pa.

Work Week. Eleven of the cities reporting to ICMA reduced the work week in 1950 for some or all employee groups. In New London, Conn., the policemen's work week was reduced from 48 to 40 hours and in Stockton, Calif., from 48 to 44 hours. In Sewickley, Pa., garbage and refuse collection workers were reduced from 48 to 44 hours per week to conform with the work week for other hourly rated employees. Teaneck, N. J., went from a 5 1/2 to a 5-day week. Durham, N. C., reduced the work week for all salaried positions, except police and fire, from 42 to 37 1/2 hours and for policemen from 56 to 48 hours; hourly rated employees were placed on a uniform 45-hour week. Madison, Wis., changed the work week from 5 1/2 days to 5 days and reduced the hours per week for firemen from 72 to 67 and for policemen from 48 to 40. Administrative and clerical groups in Painesville, Ohio, were reduced from 44 to 40 hours per week and labor and trades groups from 48 to 44 hours per week. The firemen's work week in Pontiac, Mich., was reduced from 72 to 63 hours. In Cushing, Okla., some groups, mostly labor and trades, were reduced from 48 to 44 hours per week. In Boulder, Colo., firemen were reduced from 84 to 74 hours per week and policemen from 60 to 48 hours. In Bakersfield, Calif., all employees except firemen were placed on a uniform 40-hour week. In addition to the above reductions in the work week, Hartford, Conn., reported that a 40-hour week will go into effect for all employees except firemen on July 1, 1951.

Vacations. Two calendar weeks is still the typical annual vacation allowance for the great majority of cities, including those covered in this report. Information gathered for the 1951 Municipal Year Book shows that out of 1,074 reporting cities over 10,000 population, 985 cities grant two weeks vacation, 35 grant one week, 53 grant three weeks, and one grants four weeks. Among cities surveyed for this report, only one, Roanoke, Va., increased the annual vacation allowance in 1950--from 15 calendar days to 15 working days.

Presentation of Data. The names of all the 96 cities reporting wage rates for one or more jobs in this report are listed alphabetically within population groups on page 504. Pay rates, as reported by these cities, for 20 positions are listed on pages 505 to 524 of this report with cities listed by geographic regions. Not all cities reported on each job because officials were requested to report pay rates only if they had a job comparable to the job description given at the top of each sheet.

The starting pay rate and the top rate are shown for each job together with the number of hours in the work week and number of days vacation allowed with pay. Pay rates are shown on a monthly basis except for laborer, labor foreman, and truck driver where rates are shown on an hourly basis. An asterisk (*) following any rates for these three jobs indicates those rates have been converted from weekly or monthly amounts on the basis of hours in the work week reported by those cities.

Use of Data. The positions covered in this report are among the most standardized jobs in local government. The pay rate information for these jobs will be useful in making comparisons for pay levels in the municipal service. In determining the adequacy of a given pay rate in a particular city it is more important to know what other cities of comparable size in the same general area are paying than it is to compare the rate with an average rate paid by cities unlike in size, type, and geographic location. For this reason no attempt is made here to present average or median pay rates for cities reporting in the survey.

In making salary comparisons it is important also to keep in mind the vacation and sick leave policy, number of hours in the work week, type of retirement plan in effect, and other related matters. Data on working conditions in each city over 10,000 are reported in the Municipal Year Book.

LIST OF 20 JOBS COVERED

	<u>Page</u>		<u>Page</u>
Junior Clerk.....	505	Heavy Equipment Operator.....	515
Junior Typist-Clerk.....	506	Automobile Mechanic.....	516
Junior Stenographer-Clerk.....	507	Junior Draftsman.....	517
Telephone Operator.....	508	Junior Civil Engineer.....	518
Bookkeeping Machine Operator..	509	Junior Librarian.....	519
Bookkeeper.....	510	Playleader.....	520
Junior Accountant.....	511	Fireman.....	521
Laborer.....	512	Policeman.....	522
Labor Foreman.....	513	Building Inspector.....	523
Truck Driver.....	514	Plumbing Inspector.....	524

City	1950 Pop. (in thousands)	City	1950 Pop. (in thousands)
<u>Over 500,000</u>		<u>25,000 to 50,000</u>	
Buffalo, N. Y.....	577	Alexandria, La.....	35
Detroit, Mich.....	1,839	Bakersfield, Calif.....	35
Houston, Tex.....	594	Beloit, Wis.....	30
Milwaukee, Wis.....	633	Bremerton, Wash.....	28
New Orleans, La.....	567	Clarksburg, W. Va.....	32
Pittsburgh, Pa.....	674	Colorado Springs, Colo.....	45
San Francisco, Calif.....	761	Elmira, N. Y.....	50
St. Louis, Mo.....	853	Eugene, Ore.....	36
		Fargo, N. D.....	38
<u>250,000 to 500,000</u>		High Point, N. C.....	40
Akron, Ohio.....	273	Lakeland, Fla.....	31
Atlanta, Ga.....	327	Muskogee, Okla.....	37
Columbus, Ohio.....	375	New London, Conn.....	30
Dallas, Tex.....	433	Paducah, Ky.....	32
Kansas City, Mo.....	453	Teaneck, N. J.....	25*
Louisville, Ky.....	367	Tucson, Ariz.....	45
Oakland, Calif.....	381	University City, Mo.....	40
Portland, Ore.....	371	Watertown, N. Y.....	34
St. Paul, Minn.....	309		
San Diego, Calif.....	321	<u>10,000 to 25,000</u>	
Seattle, Wash.....	462	Albert Lea, Minn.....	13
		Ames, Iowa.....	23
<u>100,000 to 250,000</u>		Ashtabula, Ohio.....	23
Austin, Tex.....	132	Atchison, Kan.....	13
Berkeley, Calif.....	113	Auburn, Me.....	23
Bridgeport, Conn.....	159	Bend, Ore.....	11
Cambridge, Mass.....	121	Boulder, Colo.....	20
Charlotte, N. C.....	133	Brattleboro, Vt.....	10
Flint, Mich.....	163	Carlisle, Pa.....	16
Hartford, Conn.....	177	Chico, Calif.....	12
Jacksonville, Fla.....	203	Grand Junction, Colo.....	14
Miami, Fla.....	247	Kingsport, Tenn.....	20
Norfolk, Va.....	189	Laramie, Wyo.....	15
Pasadena, Calif.....	104	Mamaroneck, N. Y.....	15
Phoenix, Ariz.....	105	Marquette, Mich.....	17
Sacramento, Calif.....	136	Murfreesboro, Tenn.....	13
Tampa, Fla.....	124	Painesville, Ohio.....	14
		Pittsburg, Calif.....	13
<u>50,000 to 100,000</u>		Portsmouth, N. H.....	19
Amarillo, Tex.....	74	Rock Hill, S. C.....	24
Columbus, Ga.....	80	Sarasota, Fla.....	19
Covington, Ky.....	64	Traverse City, Mich.....	17
Durham, N. C.....	70	Winnetka, Ill.....	13
Fresno, Calif.....	91		
Kalamazoo, Mich.....	57	<u>5,000 to 10,000</u>	
Lincoln, Neb.....	97	Cedartown, Ga.....	9
Madison, Wis.....	96	Cushing, Okla.....	8
Pontiac, Mich.....	73	Northampton, Pa.....	9
Portland, Me.....	77	Rockland, Me.....	9
Roanoke, Va.....	91	Sewickley, Pa.....	6
St. Petersburg, Fla.....	96		
Sioux Falls, S. D.....	52	<u>Canadian Cities</u>	
Stockton, Calif.....	72	La Tuque, Que.....	10*
		Shawinigan Falls, Que.....	23*
		Verdun, Que.....	69*

*1940 census figures.

JUNIOR CLERK

Performs beginning level clerical work of a varied nature; sorts and distributes mail; addresses, stuffs, and stamps envelopes; posts simple data and keeps standard office records; as required, operates standard office equipment such as Mimeograph and Ditto and adding machines; makes simple arithmetical computations.

	Salary		Hours		Salary		Hours
	Per Mo.	Per Mo.	Per Wk.,		Per Mo.	Per Mo.	Per Wk.,
	Start	Top	Days Vac.		Start	Top	Days Vac.
<u>North East Region</u>				<u>East South Central</u>			
Auburn, Me.	\$130	...	39-12	Covington, Ky.	\$232	\$232	40-10
Bridgeport, Conn.	135	\$157	35½-14	Kingsport, Tenn.	115	120	40-14
Cambridge, Mass.	128	174	37½-14	Louisville, Ky.	125	152	39-14
Hartford, Conn.	150	181	35-10	Paducah, Ky.	175	175	41-12
New London, Conn.	140	160	40-10				
Portland, Me.	124	134	40-14	<u>West North Central</u>			
<u>Middle Atlantic</u>				Ames, Iowa	165	195	44-14
Buffalo, N. Y.	163	179	38-18	Fargo, N. D.	146	174	41-12
Pittsburgh, Pa.	175	212	40-12	Kansas City, Mo.	120	140	40-10
Teaneck, N. J.	145	205	38-12	Lincoln, Neb.	135	165	41½-12
<u>South Atlantic</u>				St. Louis, Mo.	209	231	38-21
Atlanta, Ga.	170	212	41½-11	Sioux Falls, S. D.	190	220	44-12
Cedartown, Ga.	175	200	48-14	University City, Mo.	150	180	41-12
Charlotte, N. C.	163	172	40-12	<u>West South Central</u>			
Clarksburg, W. Va.	180	180	44-14	Alexandria, La.	125	175	40-12
Durham, N. C.	126	167	37½-12	Amarillo, Tex.	160	200	42-15
High Point, N. C.	150	180	40-12	Austin, Tex.	145	160	44-12
Jacksonville, Fla.	160	200	40-15	Dallas, Tex.	125	190	40-12
Miami, Fla.	149	187	41-10	Houston, Tex.	145	175	40-10
Norfolk, Va.	125	150	40-12	Muskogee, Okla.	127	155	44-11
Roanoke, Va.	165	...	...-15	New Orleans, La.	125	170	35-18
Rock Hill, S. C.	150	184	44-14	<u>Mountain</u>			
St. Petersburg, Fla.	170	195	40-14	Colorado Sprgs., Colo.	138	163	44-12
Sarasota, Fla.	130	160	38-12	Phoenix, Ariz.	198	228	40-15
Tampa, Fla.	167	195	41-12	<u>Pacific</u>			
<u>East North Central</u>				Bakersfield, Calif.	176	220	40-12
Akron, Ohio	150	165	37-12	Berkeley, Calif.	160	180	40-14
Beloit, Wis.	165	190	44-14	Bremerton, Wash.	170	240	39-14
Columbus, Ohio	154	165	38½-12	Eugene, Ore.	185	225	44-12
Detroit, Mich.	199	218	40-10	Fresno, Calif.	205	236	40-15
Flint, Mich.	163	187	41-14	Oakland, Calif.	192	257	37½-15
Madison, Wis.	176	206	39-10	Pasadena, Calif.	181	217	40-10
Marquette, Mich.	150	188	40-12	Portland, Ore.	182	225	40-10
Milwaukee, Wis.	...	222	40-10	San Diego, Calif.	142	181	40-14
Pontiac, Mich.	160	185	40-12	San Francisco, Calif.	170	200	40-10
St. Paul, Minn.	148	178	38-15	Seattle, Wash.	185	205	40-12
Winnetka, Ill.	155	166	40-14	Stockton, Calif.	145	181	37½-12
				<u>Canada</u>			
				Shawinigan Falls, Que.	121	121	35½-12
				Verdun, Que.	133	185	35-14

JUNIOR TYPIST-CLERK

Types reports, case records, statements, letters, charts, and other material from copy and rough drafts; performs simple clerical work, such as receiving and distributing mail, checking computations, maintaining mailing lists, operating a Mimeograph, and filing.

Salary			Hours	Salary			Hours
Per Mo.			Per Wk.,	Per Mo.			Per Wk.,
Start	Top	Days Vac.		Start	Top	Days Vac.	
<u>North East Region</u>				<u>East South Central</u>			
Brattleboro, Vt.	\$169	\$178	38-14	Covington, Ky.	\$232	\$232	40-10
Bridgeport, Conn.	135	157	35½-14	Kingsport, Tenn.	125	190	40-14
Cambridge, Mass.	133	179	37½-14	Louisville, Ky.	125	152	39-14
Hartford, Conn.	150	181	35-10	Paducah, Ky.	175	175	41-12
New London, Conn.	150	170	40-10	<u>West North Central</u>			
Portland, Me.	124	134	40-14	Fargo, N. D.	146	174	41-12
Portsmouth, N. H.	130	144	35½-11	Kansas City, Mo.	150	190	40-10
<u>Middle Atlantic</u>				Lincoln, Neb.	140	170	41½-12
Buffalo, N. Y.	163	179	38-18	St. Louis, Mo.	209	231	38-21
Pittsburgh, Pa.	150	150	40-12	Sioux Falls, S. D.	200	230	44-12
Sewickley, Pa.	120	150	42½-14	University City, Mo.	150	180	41-12
Teaneck, N. J.	145	205	38-12	<u>West South Central</u>			
Watertown, N. Y.	145	165	35½-12	Alexandria, La.	100	150	40-12
<u>South Atlantic</u>				Amarillo, Tex.	150	190	42-15
Atlanta, Ga.	177	212	41½-11	Austin, Tex.	145	165	44-12
Cedartown, Ga.	125	165	48-14	Cushing, Okla.	120	170	44-14
Charlotte, N. C.	163	175	40-12	Dallas, Tex.	125	180	40-12
Clarksburg, W. Va.	180	180	44-14	Houston, Tex.	150	200	40-10
Columbus, Ga.	160	230	44-14	Muskogee, Okla.	155	192	44-11
Durham, N. C.	126	200	37½-12	New Orleans, La.	130	170	35-18
Jacksonville, Fla.	160	200	40-15	<u>Mountain</u>			
Lakeland, Fla.	135	185	44-12	Colorado Sprgs., Colo.	138	163	44-12
Miami, Fla.	156	195	41-10	Laramie, Wyo.	158	...	40-14
Norfolk, Va.	125	150	40-12	Tucson, Ariz.	186	206	39-15
Roanoke, Va.	165	...	41-15	<u>Pacific</u>			
Rock Hill, S. C.	175	200	44-14	Bakersfield, Calif.	176	220	40-12
St. Petersburg, Fla.	170	195	40-14	Bend, Ore.	155	183	40-11
Sarasota, Fla.	140	180	38-12	Berkeley, Calif.	175	195	40-14
Tampa, Fla.	167	195	41-12	Eugene, Ore.	175	215	44-12
<u>East North Central</u>				Fresno, Calif.	205	236	40-15
Akron, Ohio	150	165	37-12	Oakland, Calif.	180	230	37½-15
Albert Lea, Minn.	154	169	42-12	Pasadena, Calif.	181	217	40-10
Beloit, Wis.	170	200	44-14	Pittsburg, Calif.	201	201	40-14
Columbus, Ohio	154	165	38½-12	Portland, Ore.	182	225	40-10
Detroit, Mich.	199	218	40-10	Sacramento, Calif.	198	238	40-15
Flint, Mich.	163	187	41-14	San Diego, Calif.	149	190	40-14
Kalamazoo, Mich.	177	229	..-10	San Francisco, Calif.	200	250	40-10
Madison, Wis.	176	206	39-10	Seattle, Wash.	185	205	40-12
Marquette, Mich.	150	188	40-12	Stockton, Calif.	153	191	37½-12
Milwaukee, Wis.	...	222	40-10	<u>Canada</u>			
Pontiac, Mich.	176	206	40-12	La Tuque, Que.	167	173	44-14
St. Paul, Minn.	148	178	38-15	Shawinigan Falls, Que.	121	121	35½-12
Traverse City, Mich.	140	170	41-14	Verdun, Que.	116	159	35-14

JUNIOR STENOGRAPHER-CLERK

Takes and transcribes routine dictation; does general typing and simple clerical work; prepares simple tabulations; keeps time records; occasionally operates duplicating machines and other office appliances.

	Salary		Hours		Salary		Hours
	Per Mo.		Per Wk.,		Per Mo.		Per Wk.,
	Start	Top	Days Vac.		Start	Top	Days Vac.
<u>North East Region</u>							
Auburn, Me.	...	\$154	39-14	<u>East South Central</u>			
Bridgeport, Conn.	\$135	157	35½-14	Covington, Ky.	\$242	\$242	40-10
Cambridge, Mass.	138	183	37½-14	Kingsport, Tenn.	125	220	40-14
Hartford, Conn.	162	195	35-10	Louisville, Ky.	130	158	39-14
New London, Conn.	155	175	40-10	Paducah, Ky.	175	175	....
Portland, Me.	134	147	40-14	<u>West North Central</u>			
Rockland, Me.	108	143	38-12	Atchison, Kan.	...	140	44-15
<u>Middle Atlantic</u>							
Buffalo, N. Y.	163	179	38-18	Fargo, N. D.	151	180	41-12
Elmira, N. Y.	214	...	35½-14	Kansas City, Mo.	160	200	40-10
Mamaroneck, N. Y.	110	160	43-11	Lincoln, Neb.	145	175	41½-12
Pittsburgh, Pa.	206	206	40-12	St. Louis, Mo.	215	237	38-21
Sewickley, Pa.	140	190	42½-14	Sioux Falls, S. D.	215	245	44-12
Teaneck, N. J.	157	205	38-12	Univ. City, Mo.	155	185	41-12
Watertown, N. Y.	145	165	35½-12	<u>West South Central</u>			
<u>South Atlantic</u>							
Atlanta, Ga.	198	240	41½-11	Alexandria, La.	125	200	40-12
Charlotte, N. C.	175	185	40-12	Amarillo, Tex.	175	225	42-15
Clarksburg, W. Va.	165	165	44-14	Austin, Tex.	145	195	44-12
Columbus, Ga.	160	250	44-14	Cushing, Okla.	125	185	44-14
Durham, N. C.	126	200	37½-12	Dallas, Tex.	130	190	40-12
Jacksonville, Fla.	160	200	40-15	Houston, Tex.	185	230	40-10
Lakeland, Fla.	135	185	44-12	Muskogee, Okla.	176	210	44-11
Miami, Fla.	163	204	41-10	New Orleans, La.	140	180	35-18
Norfolk, Va.	125	150	40-12	<u>Mountain</u>			
Roanoke, Va.	175	...	41-15	Colo. Sprgs., Colo.	138	163	44-12
Rock Hill, S. C.	175	186	44-14	Laramie, Wyo.	158	...	40-14
St. Petersburg, Fla.	175	200	40-14	Tucson, Ariz.	186	206	39-15
Sarasota, Fla.	140	200	38-12	<u>Pacific</u>			
Tampa, Fla.	167	204	41-12	Bakersfield, Calif.	176	220	40-12
<u>East North Central</u>							
Akron, Ohio	145	165	37-12	Bend, Ore.	185	210	40-11
Beloit, Wis.	165	205	44-14	Berkeley, Calif.	185	205	40-14
Columbus, Ohio	154	165	38½-12	Bremerton, Wash.	175	270	39-14
Flint, Mich.	163	187	41-14	Chico, Calif.	210	251	40-13
Kalamazoo, Mich.	187	236	..-10	Eugene, Ore.	175	215	44-12
Madison, Wis.	183	213	39-10	Fresno, Calif.	215	247	40-15
Marquette, Mich.	150	188	40-12	Oakland, Calif.	195	245	37½-15
Milwaukee, Wis.	...	222	40-10	Portland, Ore.	190	235	40-10
Painesville, Ohio	...	209	40-14	Sacramento, Calif.	220	264	40-15
Pontiac, Mich.	186	216	40-12	San Diego, Calif.	156	200	40-14
St. Paul, Minn.	160	190	38-15	San Francisco, Cal.	200	250	40-10
Traverse City, Mich.	140	170	41-14	Stockton, Calif.	181	225	37½-12
Winnetka, Ill.	185	218	40-14	<u>Canada</u>			
				Shawinigan Falls	121	132	35½-12
				Verdun, Que.	133	185	35-14

(Over)

TELEPHONE OPERATOR

Operates a branch telephone switchboard and gives routine information to the public; answers telephone calls, places long distance calls, and keeps records of calls and toll charges; does simple clerical or typing tasks.

	Salary		Hours		Salary		Hours
	Per Mo.		Per Wk.,		Per Mo.		Per Wk.,
	Start	Top	Days Vac.		Start	Top	Days Vac.
<u>North East Region</u>				<u>East South Central</u>			
Bridgeport, Conn.	\$146	\$167	35½-14	Covington, Ky.	\$242	\$242	40-10
Cambridge, Mass.	165	208	37½-14	Louisville, Ky.	130	158	39-14
Hartford, Conn.	168	202	...-...				
Portland, Me.	123	134	40-14	<u>West North Central</u>			
				Ames, Iowa	150	175	44-14
<u>Middle Atlantic</u>				Kansas City, Mo.	150	190	40-10
Buffalo, N. Y.	213	229	38-18	St. Louis, Mo.	209	231	38-21
Elmira, N. Y.	186	...	35½-14	Sioux Falls, S. D.	135	135	30-12
Pittsburgh, Pa.	200	200	40-12	University City, Mo.	150	180	41-12
Teaneck, N. J.	145	193	38-12				
<u>South Atlantic</u>				<u>West South Central</u>			
Atlanta, Ga.	156	191	42-11	Austin, Tex.	145	179	44-12
Charlotte, N. C.	196	200	40-12	Cushing, Okla.	125	175	44-14
High Point, N. C.	135	175	40-12	Dallas, Tex.	140	200	40-12
Jacksonville, Fla.	190	210	40-15	Houston, Tex.	184	225	40-10
Lakeland, Fla.	135	185	44-12	New Orleans, La.	125	170	35-18
Miami, Fla.	171	213	41-10				
Norfolk, Va.	180	216	40-12	<u>Mountain</u>			
Rock Hill, S. C.	149	184	44-14	Colo. Sprgs., Colo.	131	156	44-12
St. Petersburg, Fla.	170	190	40-14	Phoenix, Ariz.	213	243	40-15
Sarasota, Fla.	130	160	38-12	Tucson, Ariz.	186	206	39-15
Tampa, Fla.	141	141	48-12				
<u>East North Central</u>				<u>Pacific</u>			
Akron, Ohio	170	185	37-12	Bakersfield, Calif.	184	230	40-12
Beloit, Wis.	165	190	44-14	Berkeley, Calif.	203	233	40-14
Columbus, Ohio	194	202	38½-12	Bremerton, Wash.	175	210	39-14
Detroit, Mich.	241	252	40-10	Fresno, Calif.	205	236	40-15
Flint, Mich.	172	197	44-14	Oakland, Calif.	185	255	37½-15
Kalamazoo, Mich.	196	196	..-10	Pasadena, Calif.	193	232	40-10
Madison, Wis.	183	213	39-10	Portland, Ore.	190	235	40-10
Milwaukee, Wis.	227	257	40-10	Sacramento, Calif.	209	251	40-15
Painesville, Ohio	...	209	40-14	San Diego, Calif.	164	210	40-14
Pontiac, Mich.	176	206	40-12	San Francisco, Cal.	190	240	40-10
St. Paul, Minn.	160	190	38-15	Seattle, Wash.	210	230	40-12
				Stockton, Calif.	170	213	37½-12
				<u>Canada</u>			
				Shawinigan Falls, Que.	136	136	35½-12
				Verdun, Que.	116	159	35-14

BOOKKEEPING MACHINE OPERATOR

Operates a bookkeeping machine and performs related clerical work involved in keeping accounts and preparing financial statements and accounting reports; posts classified financial data to detail and controlling accounts, ledgers, and journals and proves operations and balances ledger; prepares recapitulations and other routine statistical and accounting reports.

	Salary		Hours		Salary		Hours
	Per Mo.		Per Wk.,		Per Mo.		Per Wk.,
	Start	Top	Days Vac.		Start	Top	Days Vac.
<u>North East Region</u>				<u>East South Central</u>			
Auburn, Me.	...	\$154	39-12	Covington, Ky.	\$242	\$242	40-10
Brattleboro, Vt.	\$166	178	38-14	Kingsport, Tenn.	125	205	40-14
Bridgeport, Conn.	162	205	35½-14	Louisville, Ky.	140	170	39-14
Cambridge, Mass.	165	208	37½-14	Paducah, Ky.	185	185	41-12
Hartford, Conn.	188	226	35-10				
Portland, Me.	147	162	40-14	<u>West North Central</u>			
<u>Middle Atlantic</u>				Ames, Iowa	160	175	44-14
Buffalo, N. Y.	238	254	38-18	Fargo, N. D.	174	208	41-12
Elmira, N. Y.	276	...	35½-14	Kansas City, Mo.	160	200	40-10
Pittsburgh, Pa.	209	209	40-12	Lincoln, Neb.	145	175	41½-12
Watertown, N. Y.	170	200	35½-12	University City, Mo.	160	190	41-12
<u>South Atlantic</u>				<u>West South Central</u>			
Atlanta, Ga.	296	337	41½-11	Alexandria, La.	175	260	40-12
Charlotte, N. C.	225	270	40-12	Amarillo, Tex.	165	225	42-15
Columbus, Ga.	160	200	44-14	Austin, Tex.	145	200	44-12
Durham, N. C.	126	216	37½-12	Cushing, Okla.	120	185	44-14
High Point, N. C.	150	180	40-12	Dallas, Tex.	150	220	40-12
Jacksonville, Fla.	160	200	40-15	Houston, Tex.	185	225	40-10
Miami, Fla.	179	223	41-10	Muskogee, Okla.	169	201	44-11
Norfolk, Va.	180	216	40-12	New Orleans, La.	170	220	35-18
Roanoke, Va.	265	...	41-15	<u>Mountain</u>			
Rock Hill, S. C.	175	200	44-14	Boulder, Colo.	174	216	38-15
St. Petersburg, Fla.	180	205	40-14	Colo. Sprgs., Colo.	150	175	44-12
Sarasota, Fla.	150	180	38-12	Phoenix, Ariz.	238	276	40-15
				Tucson, Ariz.	231	251	39-15
<u>East North Central</u>				<u>Pacific</u>			
Akron, Ohio	170	185	37-12	Bakersfield, Calif.	210	262	40-12
Beloit, Wis.	180	235	44-14	Bremerton, Wash.	170	220	39-14
Columbus, Ohio	208	215	38½-12	Fresno, Calif.	242	273	40-15
Detroit, Mich.	247	258	40-10	Pasadena, Calif.	206	247	40-10
Flint, Mich.	219	245	41-14	Pittsburg, Calif.	218	218	40-14
Madison, Wis.	238	283	39-10	Portland, Ore.	235	285	40-10
Milwaukee, Wis.	227	257	40-10	Sacramento, Calif.	226	271	40-15
Painesville, Ohio	170	214	40-14	San Diego, Calif.	210	256	40-14
Pontiac, Mich.	176	206	40-12	San Francisco, Cal.	200	250	40-10
St. Paul, Minn.	205	235	38-15	Seattle, Wash.	230	245	40-12
Traverse City, Mich.	185	210	41-14	Stockton, Calif.	213	266	37½-12
Winnetka, Ill.	170	213	40-14				

(Over)

BOOKKEEPER

Maintains a uniform double-entry set of books for an organization having a relatively small volume of bookkeeping and record-keeping work; maintains journals and general ledgers of financial transactions, including revenue and expenditure analyses; posts and balances general and subsidiary ledgers; prepares claims and pay rolls and yearly or biennial budget requests.

	Salary		Hours Per Wk., Days Vac.		Salary		Hours Per Wk., Days Vac.
	Per Mo.	Top			Per Mo.	Top	
Start	Top	Days Vac.	Start	Top	Days Vac.	Start	Top
<u>North East Region</u>				<u>East South Central</u>			
Auburn, Me.	...	\$191	39-12	Covington, Ky.	\$242	\$242	40-10
Brattleboro, Vt.	\$163	234	38-14	Kingsport, Tenn.	190	250	40-14
Bridgeport, Conn.	162	205	35½-14	Louisville, Ky.	182	215	39-14
Cambridge, Mass.	156	200	37½-14				
New London, Conn.	191	211	40-10	<u>West North Central</u>			
Portland, Me.	186	204	40-14	Ames, Iowa	150	175	44-14
Rockland, Me.	108	165	38-12	Atchison, Kan.	...	255	44-15
				Fargo, N. D.	208	249	41-12
				St. Louis, Mo.	288	319	38-21
<u>Middle Atlantic</u>				Sioux Falls, S. D.	275	335	44-12
Buffalo, N. Y.	263	279	38-18				
Pittsburgh, Pa.	243	243	40-12	<u>West South Central</u>			
Teaneck, N. J.	205	265	38-12	Alexandria, La.	195	260	40-12
Watertown, N. Y.	208	238	35½-12	Amarillo, Tex.	200	300	42-15
				Austin, Tex.	170	205	44-12
<u>South Atlantic</u>				Cushing, Okla.	150	230	44-14
Atlanta, Ga.	296	337	41½-11	Dallas, Tex.	175	240	40-12
Charlotte, N. C.	250	270	40-12	Houston, Tex.	190	260	40-10
Clarksburg, W. Va.	200	200	44-14	Muskogee, Okla.	192	230	44-11
Durham, N. C.	150	250	37½-12	New Orleans, La.	180	240	35-18
Jacksonville, Fla.	250	320	40-15				
Lakeland, Fla.	135	185	44-12	<u>Mountain</u>			
Miami, Fla.	204	255	41-10	Boulder, Colo.	207	258	38-15
Roanoke, Va.	225	...	41-15	Colo. Sprgs., Colo.	240	280	44-12
Rock Hill, S. C.	175	200	44-14	Tucson, Ariz.	256	281	39-15
St. Petersburg, Fla.	210	260	40-14				
Sarasota, Fla.	160	230	38-12	<u>Pacific</u>			
Tampa, Fla.	215	252	41-12	Bakersfield, Calif.	240	300	40-12
<u>East North Central</u>				Bremerton, Wash.	175	265	39-14
Akron, Ohio	210	225	37-12	Eugene, Ore.	225	250	...
Beloit, Wis.	180	225	44-14	Fresno, Calif.	289	289	40-15
Columbus, Ohio	221	232	38½-12	Pittsburg, Calif.	201	201	40-14
Detroit, Mich.	271	306	40-10	Portland, Ore.	235	285	40-10
Flint, Mich.	238	265	41-14	Sacramento, Calif.	254	305	40-15
Kalamazoo, Mich.	...	290	..-10	San Diego, Calif.	232	282	40-14
Madison, Wis.	260	305	39-10	San Francisco, Cal.	240	300	40-10
Marquette, Mich.	250	315	40-12	Seattle, Wash.	255	265	40-12
Milwaukee, Wis.	287	317	40-10	Stockton, Calif.	252	315	37½-12
Painesville, Ohio	...	230	40-14				
Pontiac, Mich.	208	248	40-12	<u>Canada</u>			
				La Tuque, Que.	219	219	44-14
				Verdun, Que.	172	250	35-14

JUNIOR ACCOUNTANT

Does professional-level accounting work, such as preparing financial statements and balance sheets; setting up new accounts and ledgers; auditing accounts; and preparing budgets. Sometimes supervises group of clerical workers operating accounting system.

	Salary Per Mo.		Hours Per Wk., Days Vac.		Salary Per Mo.		Hours Per Wk., Days Vac.
	Start	Top			Start	Top	
<u>North East Region</u>				<u>West North Central</u>			
Bridgeport, Conn.	\$ 204	\$ 268	35½-14	Ames, Iowa	\$ 225	\$ 275	44-14
Cambridge, Mass.	156	200	37½-14	Fargo, N. D.	268	320	41-12
Hartford, Conn.	252	303	35-10	Kansas City, Mo.	220	265	40-10
Portland, Me.	280	306	40-14	Lincoln, Neb.	175	205	41½-12
<u>Middle Atlantic</u>				St. Louis, Mo.	359	407	38-21
Buffalo, N. Y.	288	304	38-18	University City, Mo.	190	220	41-12
Carlisle, Pa.	...	152	40-14	<u>West South Central</u>			
Pittsburgh, Pa.	313	313	40-12	Amarillo, Tex.	225	325	42-15
Watertown, N. Y.	170	200	35½-12	Austin, Tex.	300	400	44-12
<u>South Atlantic</u>				Cushing, Okla.	150	230	44-14
Atlanta, Ga.	296	337	41½-11	Dallas, Tex.	215	310	40-12
Charlotte, N. C.	360	375	40-12	Houston, Tex.	190	260	40-10
Columbus, Ga.	250	410	44-14	Muskogee, Okla.	169	201	44-11
High Point, N. C.	225	275	40-12	New Orleans, La.	250	350	35-18
Jacksonville, Fla.	250	320	40-15	<u>Mountain</u>			
Lakeland, Fla.	190	210	44-12	Colo. Sprgs., Colo.	263	313	44-12
Miami, Fla.	233	292	41-10	Phoenix, Ariz.	273	321	40-15
Norfolk, Va.	197	236	40-12	Tucson, Ariz.	296	336	39-15
Roanoke, Va.	320	...	41-15	<u>Pacific</u>			
St. Petersburg, Fla.	245	295	40-14	Bakersfield, Cal.	240	300	40-12
Sarasota, Fla.	160	230	38-12	Bremerton, Wash.	215	300	39-14
<u>East North Central</u>				Eugene, Ore.	240	270	...-..
Akron, Ohio	280	310	37-12	Fresno, Calif.	315	368	40-15
Albert Lea, Minn.	230	265	42-12	Oakland, Calif.	230	290	37½-15
Detroit, Mich.	345	405	40-10	Pasadena, Calif.	255	307	40-10
Flint, Mich.	337	382	44-14	Portland, Ore.	285	350	40-10
Kalamazoo, Mich.	...	233	..-10	Sacramento, Cal.	278	333	40-15
Milwaukee, Wis.	317	367	40-10	San Diego, Calif.	269	327	40-14
Painesville, Ohio	...	214	40-14	San Francisco, Cal.	300	360	40-10
Pontiac, Mich.	228	268	40-12	Seattle, Wash.	285	305	40-12
<u>East South Central</u>				Stockton, Calif.	266	332	37½-12
Louisville, Ky.	251	291	39-14	<u>Canada</u>			
Murfreesboro, Tenn.	...	355	44- 7	La Tuque, Que.	249	249	44-14
				Verdun, Que.	159	229	35-14

(Over)

LABORER: Does simple manual labor, usually under close supervision; digs ditches, cuts grass and weeds; moves heavy materials such as lumber, pipes, sand and gravel; picks up trash and removes debris.

Salary Per Hr. Hours Per Wk.				Salary Per Hr. Hours Per Wk.			
Start		Top	Days Vac.	Start		Top	Days Vac.
North East Region				East South Central			
Auburn, Me.	\$.78	\$.89	48-12	Covington, Ky.	\$1.28	\$1.28*	40-10
Brattleboro, Vt.	.85	.85	47½- 7	Kingsport, Tenn.	.85	1.00	40- 7
Bridgeport, Conn.	.90	1.15	48- 7	Louisville, Ky.	.75	.95	39-14
Cambridge, Mass.	1.00	1.25*	40-14	Murfreesboro, Tenn...		.70	48-..
Hartford, Conn.	.99	1.19*	44-12	Paducah, Ky.	1.11	1.11	40-12
New London, Conn.	1.04	1.13	40-10	West North Central			
Portland, Me.	.97	1.02	44-14	Ames, Iowa	1.00	1.15	44-14
Portsmouth, N. H.	.75	1.00	44-11	Atchison, Kan.	...	.85	48-15
Rockland, Me.	.81	.81	48-12	Fargo, N. D.	.87	1.04	48-12
Middle Atlantic				Kansas City, Mo.	.88	1.06	48-10
Buffalo, N. Y.	1.12	1.12*	42-18	Lincoln, Neb.	.85	.90	48-12
Carlisle, Pa.	.80	...	45-..	St. Louis, Mo.	1.08	1.21*	40-21
Elmira, N. Y.	1.05	...	48-14	Sioux Falls, S. D.	1.13	1.39*	44-12
Mamaroneck, N. Y.	.98	1.25*	43-11	University City, Mo.	.89	1.05*	44-12
Northampton, Pa.	1.00	...	45-12	West South Central			
Pittsburgh, Pa.	1.07	1.07	40-12	Alexandria, La.	.60	.80	40-12
Sewickley, Pa.	1.10	1.35	44- 7	Amarillo, Tex.	.90	1.08*	45-15
Teaneck, N. J.	1.06	1.39*	42-12	Austin, Tex.	.67	.85	..-12
Watertown, N. Y.	1.10	1.15	40- 6	Cushing, Okla.	1.00	1.20	48-14
South Atlantic				Dallas, Tex.	.94	1.07	44-12
Atlanta, Ga.	.95	1.03*	44-11	Houston, Tex.	.90	1.00	40-10
Cedartown, Ga.	.60	.75	48- 7	Muskogee, Okla.	.81	.92*	44-11
Charlotte, N. C.	.77	.83*	44-12	New Orleans, La.	.75	1.10*	40-18
Clarksburg, W. Va.	1.04	...	44-14	Mountain			
Columbus, Ga.	.70	.81	..-..	Boulder, Colo.	1.00	1.04*	44-15
Durham, N. C.	.76	.90	45-12	Colo. Sprgs., Colo.	.99	1.06*	44-12
High Point, N. C.	.75	.95	44-12	Grand Jet., Colo.	1.25	1.25	44-14
Jacksonville, Fla.	.75	.75	40-15	Laramie, Wyo.	1.00	...	48-..
Lakeland, Fla.	.85	.85	44-12	Phoenix, Ariz.	1.10	1.20	48-15
Miami, Fla.	.78	.98*	44-10	Tucson, Ariz.	.98	1.18	48-15
Norfolk, Va.	.70	.80	44-12	Pacific			
Roanoke, Va.	1.05	...	45-15	Bakersfield, Cal.	1.21	1.51*	40-12
Rock Hill, S. C.	.82	.82	44- 0	Bend, Ore.	1.44	1.52	44-11
St. Petersburg Fla.	.94	1.00	44- 7	Berkeley, Calif.	1.30	1.41*	40-14
Sarasota, Fla.	.75	.80	44- 6	Bremerton, Wash.	1.53	1.68	40-14
Tampa, Fla.	.83	.88	48-12	Chico, Calif.	1.14	1.37	48-13
East North Central				Eugene, Ore.	1.05	1.25*	44-12
Akron, Ohio	1.18	1.27	40-12	Fresno, Calif.	1.43	1.43*	40-15
Albert Lea, Minn.	1.13	1.23	44-12	Oakland, Calif.	1.38	1.38*	40-15
Ashtabula, Ohio	1.10	1.35	44-12	Pasadena, Calif.	1.26	1.38*	40-10
Beloit, Wis.	1.07	1.17	44- 7	Pittsburg, Calif.	1.56	1.56*	40-14
Columbus, Ohio	.96	.96	44-12	Portland, Ore.	1.30	1.47*	40-10
Detroit, Mich.	1.51	1.56*	40-10	Sacramento, Calif.	1.27	1.40*	40-15
Flint, Mich.	1.15	1.28	44-14	San Diego, Calif.	1.04	1.27*	40-14
Kalamazoo, Mich.	1.03	1.31	48-12	San Francisco, Cal.	1.55	1.55	40-10
Madison, Wis.	1.36	1.53*	40-10	Seattle, Wash.	1.27	1.33*	40-12
Marquette, Mich.	1.07	1.07	44-12	Stockton, Calif.	1.37	1.37*	40-12
Milwaukee, Wis.	1.41	1.53*	40-10	Canada			
Painesville, Ohio	1.32	1.58	44-14	La Tuque, Que.	.94	.94	48-14
Pontiac, Mich.	1.31	1.49	40-12	Shawinigan Falls, Que.	.75	.75	48- 6
St. Paul, Minn.	1.52	1.52	40-15	Verdun, Que.	.86	.89	44- 7
Traverse City, Mich.	.89	1.00*	44-14				
Winnetka, Ill.	1.39	1.56*	40-14				

LABOR FOREMAN

Directs a small crew of laborers, performing such work as excavating or moving lumber, gravel, or dirt; may work with crew assisting personally in performance of work.

Salary Per Hr. Hours Per Wk.

	Start		Top Days Vac.			Salary Per Hr.		Hours Per Wk., Days Vac.	
	Start	Top	Days	Vac.		Start	Top	Days	Vac.
<u>North East Region</u>									
Auburn, Me.	\$1.61 $\frac{1}{2}$ *	...	48-12						
Brattleboro, Vt.	...	\$1.00	47 $\frac{1}{2}$ - 7		<u>East South Central</u>				
Bridgeport, Conn.	.98	1.21*	48-14		Covington, Ky.	\$1.40	\$1.40*	40-10	
Cambridge, Mass.	1.34	1.59*	40-14		Kingsport, Tenn.	1.25	1.40	40- 7	
Hartford, Conn.	1.19	1.43*	44-12		Louisville, Ky.	.95	1.15	39-14	
New London, Conn.	1.30	1.73*	40-10		Murfreesboro, Tenn.	...	1.44*	48- 7	
Portland, Me.	1.17	1.23*	44-14		Paducah, Ky.	1.30	1.30*	40-12	
Portsmouth, N. H.	.79	1.05*	44-11						
Rockland, Me.	.86	.96	48-12		<u>West North Central</u>				
<u>Middle Atlantic</u>					Ames, Iowa	1.15	1.25	44-14	
Buffalo, N. Y.	1.26	1.26*	42-18		Atchison, Kan.	...	1.05*	44-15	
Carlisle, Pa.	.90	...	45-...		Fargo, N. D.	1.20	1.43*	48-12	
Elmira, N. Y.	1.10	...	48-14		Kansas City, Mo.	1.01	1.20*	48-10	
Mamaroneck, N. Y.	1.26	1.53*	43-11		Lincoln, Neb.	1.03	1.08	48-12	
Northampton, Pa.	1.00	1.04*	50-12		St. Louis, Mo.	1.46	1.59*	40-21	
Pittsburgh, Pa.	1.52	1.52*	40-12		Sioux Falls, S. D.	1.49	1.68*	44-12	
Sewickley, Pa.	1.57*	...	44-14		University City, Mo.	1.08	1.23*	44-12	
Teaneck, N. J.	1.65	1.92*	42-12						
Watertown, N. Y.	1.20	1.30	40- 6		<u>West South Central</u>				
<u>South Atlantic</u>					Alexandria, La.	.87	1.15*	40-12	
Atlanta, Ga.	1.18	1.34*	40-11		Amarillo, Tex.	1.15	1.41*	45-15	
Cedartown, Ga.	.96	1.13*	48-14		Austin, Tex.	1.05	1.26*	44-12	
Charlotte, N. C.	1.25	1.34*	44-12		Cushing, Okla.	1.15	1.27*	48-14	
Clarksburg, W. Va.	1.23	...	44-14		Dallas, Tex.	1.28	1.33	44-12	
Columbus, Ga.	1.05	1.40	...-..		Houston, Tex.	1.20	1.32	40-10	
Durham, N. C.	.92	1.51*	37 $\frac{1}{2}$ -12		Muskogee, Okla.	1.10	1.32*	44-11	
High Point, N. C.	.80	...	40-12		New Orleans, La.	1.15	1.44*	40-18	
Jacksonville, Fla.	1.36	1.70*	40-15						
Lakeland, Fla.	1.00	1.00	44-12		<u>Mountain</u>				
Miami, Fla.	1.17	1.46*	44-10		Colo. Sprgs., Colo.	1.21	1.42*	44-12	
Norfolk, Va.	.90	1.00	44-12		Grand Junction, Colo.	1.63	1.63	44-14	
Roanoke, Va.	1.20	...	45-15		Laramie, Wyo.	1.16	1.21*	48-14	
Rock Hill, S. C.	...	1.25*	44-14		Phoenix, Ariz.	1.35	1.45	48-15	
St. Petersburg, Fla.	1.31	1.52*	44- 7		Tucson, Ariz.	1.24	1.43*	48-15	
Sarasota, Fla.	.80	1.14	44- 6						
Tampa, Fla.	1.20	1.26*	48-12		<u>Pacific</u>				
<u>East North Central</u>					Bend, Ore	1.58	1.77	44-11	
Akron, Ohio	1.59	1.76	40-12		Berkeley, Calif.	1.56	1.84*	40-14	
Albert Lea, Minn.	1.10	1.21*	44-12		Eugene, Ore.	1.55	1.94*	44-12	
Ashtabula, Ohio	1.55	1.65	44-12		Oakland, Calif.	1.44	1.79*	40-15	
Beloit, Wis.	1.29	1.42*	44-14		Pasadena, Calif.	1.40	1.69*	40-10	
Columbus, Ohio	1.19	1.27*	44-12		Pittsburg, Calif.	1.91	1.91*	40-14	
Detroit, Mich.	1.71	1.76*	40-10		Portland, Ore.	1.53	1.71*	40-10	
Flint, Mich.	1.22	1.37*	44-14		Sacramento, Calif.	1.50	1.80*	40-15	
Kalamazoo, Mich.	1.40	1.79	48-12		San Diego, Calif.	1.41	1.48*	40-14	
Marquette, Mich.	1.15	1.15	44-12		San Francisco Cal.	1.74	1.74	40-10	
Milwaukee, Wis.	1.57	1.69*	40-10		Seattle, Wash.	1.44	1.50*	40-12	
Painesville, Ohio	1.69	1.80	44-14						
Pontiac, Mich.	1.43	1.61	40-12		<u>Canada</u>				
St. Paul, Minn.	1.36	1.55*	40-15		La Tuque, Que.	1.05	1.05	48-14	
Traverse City, Mich.	1.21	1.49*	44-14		Shawinigan Falls, Que.	.92	.92	48-12	
Winnetka, Ill.	1.70	2.07*	40-14	(Over)	Verdun, Que.	...	1.27*	44-14	

TRUCK DRIVER: Drives a panel or other light or medium truck in carrying materials or in making collections or deliveries; may supervise a small number of unskilled workers who make collections or deliveries; may service but does not repair equipment; keeps simple records.

	Salary		Hours Per Wk., Days Vac.		Salary		Hours Per Wk., Days Vac.
	Per Hr.	Top			Per Hr.	Top	
<u>North East Region</u>				<u>East South Central</u>			
Auburn, Me.	...	\$.91	48-12	Covington, Ky.	\$1.34	\$1.34*	40-10
Brattleboro, Vt.	\$.90	1.00	47½- 7	Kingsport, Tenn.	1.10	1.25	40- 7
Cambridge, Mass.	1.20	1.40*	40-14	Louisville, Ky.	.90	1.10	39-14
Hartford, Conn.	1.10	1.32*	44-12	Murfreesboro, Tenn.	...	.75	48-..
New London, Conn.	1.08	1.19	40-10	Paducah, Ky.	1.01	1.01	40-12
Portland, Me.	.98	1.02*	44-14	<u>West North Central</u>			
Portsmouth, N. H.	.75	1.00*	44-11	Ames, Iowa	1.08	1.15	44-14
Rockland, Me.	.81	.86	48-12	Atchison, Kan.	...	.85	48-15
<u>Middle Atlantic</u>				Fargo, N. D.	.83	.88*	48-12
Carlisle, Pa.	.90	...	45-..	Kansas City, Mo.	.87	1.06*	48-10
Elmira, N. Y.	1.20	...	48-14	St. Louis, Mo.	1.30	1.43*	40-21
Northampton, Pa.	1.00	...	50-12	University City, Mo.	.94	1.10*	44-12
Sewickley, Pa.	1.13	1.35	44- 7	<u>West South Central</u>			
Teaneck, N. J.	1.13	1.46*	42-12	Amarillo, Tex.	.97	1.13*	45-15
Watertown, N. Y.	1.15	1.25	40- 6	Austin, Tex.	.76	.94	..-12
<u>South Atlantic</u>				Cushing, Okla.	1.02	1.08*	44-14
Cedartown, Ga.	.65	.85	48- 7	Dallas, Tex.	1.12	1.17	44-12
Charlotte, N. C.	1.02	1.02*	44-12	Houston, Tex.	1.02	1.10	40-10
Clarksburg, W. Va.	1.12	...	44-14	Muskogee, Okla.	.89	1.01*	44-11
Columbus, Ga.	.90	1.05	..-..	New Orleans, La.	.87	1.15*	40-18
Durham, N. C.	.90	1.16	45-12	<u>Mountain</u>			
High Point, N. C.	.74	.84	44-12	Boulder, Colo.	1.04	1.30*	44-15
Lakeland, Fla.	.90	.90	44-12	Colo. Sprgs., Colo.	1.02	1.10*	44-12
Miami, Fla.	.92	1.15*	41-10	Grand Jct., Colo.	1.35	1.35	44-14
Norfolk, Va.	.75	.85	44-12	Laramie, Wyo.	1.06	1.16*	48-14
Roanoke, Va.	1.13	...	51-15	Phoenix, Ariz.	1.20	1.30	48-15
Rock Hill, S. C.	...	1.11*	44-14	<u>Pacific</u>			
St. Petersburg, Fla.	1.20	1.35	44- 7	Bakersfield, Calif.	1.33	1.66*	40-12
Sarasota, Fla.	.78	.86	44- 6	Bend, Ore.	1.43	1.52	44-11
<u>East North Central</u>				Berkeley, Calif.	1.36	1.61*	40-14
Albert Lea, Minn.	1.25	1.38	44-12	Chico, Calif.	1.19	1.37	48-13
Beloit, Wis.	1.17	1.22	44- 7	Eugene, Ore.	1.23	1.29*	44-12
Detroit, Mich.	1.59	1.65*	40-10	Fresno, Calif.	1.52	1.52*	40-15
Flint, Mich.	1.19	1.32	44-14	Oakland, Calif.	1.30	1.59*	40-15
Kalamazoo, Mich.	1.34	1.56	48-12	Pasadena, Calif.	1.42	1.55*	40-10
Madison, Wis.	1.33	1.57*	40-10	Pittsburg, Calif.	1.61	1.61*	40-14
Marquette, Mich.	1.12	1.12	44-12	Sacramento, Calif.	1.50	1.50*	40-15
Milwaukee, Wis.	1.57	1.69*	40-10	San Diego, Calif.	1.15	1.41*	40-14
Painesville, Ohio	...	1.44	44-14	San Francisco, Cal.	1.61	1.61	40-10
Pontiac, Mich.	1.43	1.61	40-12	Seattle, Wash.	1.65	1.65*	40-12
Traverse City, Mich.	1.00	1.10*	44-14	Stockton, Calif.	1.54	1.54*	40-12
Winnetka, Ill.	1.39	1.56*	40-14	<u>Canada</u>			
				La Tuque, Que.	.99	.99	48-14
				Shawinigan Falls, Que.	.82	.82	48-12
				Verdun, Que.	.96	.96	44- 7

HEAVY EQUIPMENT OPERATOR: Operates a heavy crawler type tractor or bulldozer, roller, elevator grader, hoist, asphalt distributor, large concrete mixer, pile driver crane, power shovel, etc., services equipment with fuel, oil and grease, and makes minor running adjustments and repairs.

	Salary		Hours Per Wk., Days Vac.		Salary		Hours Per Wk., Days Vac.
	Start	Top			Start	Top	
North East Region							
Auburn, Me.	...	\$ 214	48-12	East South Central			
Brattleboro, Vt.	\$ 206	206	47½- 7	Covington, Ky.	\$ 257	\$ 257	40-10
Bridgeport, Conn.	239	260	48- 7	Kingsport, Tenn.	217	234	40- 7
Cambridge, Mass.	260	282	40-14	Louisville, Ky.	186	220	39-14
Hartford, Conn.	234	282	44-12	Paducah, Ky.	212	212	40-12
New London, Conn.	198	213	40-10	West North Central			
Portland, Me.	223	234	44-14	Ames, Iowa	219	248	44-14
Portsmouth, N. H.	143	229	44-11	Atchison, Kan.	...	187	48-15
Rockland, Me.	176	187	48-12	Fargo, N. D.	216	258	48-12
Middle Atlantic							
Buffalo, N. Y.	238	238	42-18	Kansas City, Mo.	230	280	40-10
Carlisle, Pa.	185	...	45-..	Lincoln, Neb.	218	229	48-12
Elmira, N. Y.	275	333	48-14	St. Louis, Mo.	442	442	40- 0
Mamaroneck, N. Y.	189	253	43-11	Sioux Falls, S. D.	265	295	44-12
Northampton, Pa.	216	226	50-12	University City, Mo.	220	250	44-12
Pittsburgh, Pa.	442	442	40-12	West South Central			
Sewickley, Pa.	238	257	44- 7	Alexandria, La.	173	260	40-12
Teaneck, N. J.	217	277	42-12	Amarillo, Tex.	220	275	45-15
Watertown, N. Y.	234	269	40- 6	Austin, Tex.	166	201	45-12
South Atlantic							
Atlanta, Ga.	242	272	40-11	Cushing, Okla.	195	230	44-14
Cedartown, Ga.	150	180	48-14	Dallas, Tex.	233	242	44-12
Charlotte, N. C.	217	281	44-12	Houston, Tex.	264	264	40-10
Clarksburg, W. Va.	244	...	44-14	Muskogee, Okla.	184	210	44-11
Durham, N. C.	189	226	45-12	New Orleans, La.	225	300	40-18
High Point, N. C.	151	158	44-12	Mountain			
Jacksonville, Fla.	215	245	40-15	Boulder, Colo.	247	310	44-15
Lakeland, Fla.	229	248	44-12	Colo. Sprgs., Colo.	228	245	44-12
Miami, Fla.	233	292	44-10	Grand Jct., Colo.	286	286	44-14
Norfolk, Va.	191	210	44-12	Laramie, Wyo.	252	252	48-14
Rock Hill, S. C.	...	221	44-14	Phoenix, Ariz.	374	374	48-15
St. Petersburg, Fla.	251	283	44-14	Tucson, Ariz.	345	366	48-15
Sarasota, Fla.	225	250	44-12	Pacific			
Tampa, Fla.	211	237	48-12	Bakersfield, Calif.	274	345	40-12
East North Central							
Akron, Ohio	275	305	40-12	Bend, Ore.	311	355	44-11
Ashtabula, Ohio	267	286	44-12	Berkeley, Calif.	240	295	40-14
Beloit, Wis.	223	271	44- 7	Bremerton, Wash.	284	319	40-14
Columbus, Ohio	213	221	44-12	Chico, Calif.	263	315	48-13
Detroit, Mich.	317	326	40-10	Eugene, Ore.	240	260	44-12
Flint, Mich.	273	303	44-14	Fresno, Calif.	310	310	40-15
Kalamazoo, Mich.	310	372	48-12	Oakland, Calif.	305	355	40-15
Madison, Wis.	238	283	40-10	Pasadena, Calif.	274	329	40-10
Marquette, Mich.	229	229	44-12	Pittsburg, Calif.	314	314	40-14
Milwaukee, Wis.	390	390	40-10	Sacramento, Calif.	397	423	40-15
Painesville, Ohio	...	286	44-14	San Diego, Calif.	232	282	40-14
Pontiac, Mich.	257	287	40-12	San Francisco, Cal.	397	466	40-10
St. Paul, Minn.	342	342	40-15	Seattle, Wash.	295	320	40-12
Traverse City, Mich.	210	230	44-14	Stockton, Calif.	297	297	40-12
Winnetka, Ill.	245	302	40-14	Canada			
				La Tuque, Que.	233	233	48-14
				Shawinigan Falls Que	223	223	48-12
				Verdun, Que.	192	192	44- 7

AUTOMOBILE MECHANIC

Does skilled automotive equipment repair work of a journeyman level; inspects and locates mechanical defects; overhauls, repairs, and adjusts automobiles, trucks, and other automotive equipment.

	Salary		Hours Per Wk., Days Vac.		Salary		Hours Per Wk., Days Vac.
	Per Mo.	Top			Per Mo.	Top	
<u>North East Region</u>				<u>East South Central</u>			
Auburn, Me.	...	\$214	48-12	Covington, Ky.	\$267	\$267	40-10
Brattleboro, Vt.	...	257	47½- 7	Kingsport, Tenn.	217	243	40- 7
Cambridge, Mass.	\$208	251	40-14	Louisville, Ky.	171	205	39½-14
Hartford, Conn.	234	282	44-12	Paducah, Ky.	222	222	40-12
New London, Conn.	210	225	40-10	<u>West North Central</u>			
Portland, Me.	245	256	44-14	Atchison, Kan.	...	250	48-15
Portsmouth, N. H.	172	229	44-11	Fargo, N. D.	233	278	48-12
Rockland, Me.	176	197	48-12	Kansas City, Mo.	220	265	40-10
<u>Middle Atlantic</u>				Lincoln, Neb.	233	243	48-12
Buffalo, N. Y.	254	254	35-18	St. Louis, Mo.	288	319	40-21
Carlisle, Pa.	185	...	45-...	Sioux Falls, S. D.	255	285	44-12
Elmira, N. Y.	247	...	48-14	University City, Mo.	220	250	44-12
Mamaroneck, N. Y.	237	287	43-11	<u>West South Central</u>			
Pittsburgh, Pa.	454	454	40-12	Alexandria, La.	187	260	48-12
Sewickley, Pa.	238	286	44- 7	Amarillo, Tex.	230	285	45-15
Teaneck, N. J.	229	300	42-12	Austin, Tex.	200	230	45-12
Watertown, N. Y.	220	250	40- 6	Cushing, Okla.	195	230	44-14
<u>South Atlantic</u>				Dallas, Tex.	200	290	40-12
Atlanta, Ga.	254	282	44-11	Houston, Tex.	250	280	40-10
Cedartown, Ga.	180	210	48-14	Muskogee, Okla.	192	220	44-11
Charlotte, N. C.	234	275	44-12	New Orleans, La.	200	250	40-18
Clarksburg, W. Va.	240	240	44-14	<u>Mountain</u>			
Durham, N. C.	189	259	45-12	Boulder, Colo.	226	282	44-15
High Point, N. C.	173	217	40-12	Colo. Sprgs. Colo.	228	245	44-12
Lakeland, Fla.	250	280	44-12	Grand Jct., Colo.	286	286	44-14
Miami, Fla.	255	319	44-10	Laramie, Wyo.	252	252	48-14
Norfolk, Va.	238	276	44-12	Phoenix, Ariz.	360	380	48-15
Roanoke, Va.	257	...	45-15	Tucson, Ariz.	322	341	45-15
Rock Hill, S. C.	234	282	44-14	<u>Pacific</u>			
St. Petersburg, Fla.	260	281	44-14	Bakersfield, Calif.	274	345	40-12
Sarasota, Fla.	143	194	44- 6	Berkeley, Calif.	275	325	40-14
<u>East North Central</u>				Bremerton, Wash.	298	333	40-14
Akron, Ohio	257	286	40-12	Eugene, Ore.	265	290	44-12
Ashtabula, Ohio	256	282	44-12	Fresno, Calif.	325	325	40-15
Beloit, Wis.	280	318	44- 7	Oakland, Calif.	255	325	40-15
Columbus, Ohio	221	232	44-12	Pasadena, Calif.	287	344	40-10
Detroit, Mich.	315	332	40-10	Portland, Ore.	285	323	40-10
Flint, Mich.	293	325	44-14	Sacramento, Calif.	320	320	40-15
Kalamazoo, Mich.	295	335	48-12	San Diego, Calif.	256	296	40-14
Madison, Wis.	250	295	40-10	San Francisco, Cal.	368	368	40-10
Marquette, Mich.	257	257	44-12	Seattle, Wash.	320	320	40-12
Milwaukee, Wis.	297	317	40-10	Stockton, Calif.	315	315	40-12
Painesville, Ohio	...	311	44-14	<u>Canada</u>			
Pontiac, Mich.	248	278	40-12	La Tuque, Que.	233	233	48-14
Traverse City, Mich.	200	230	44-14	Shawinigan Falls, Que.	181	223	48-12
Winnetka, Ill.	245	325	40-14				

JUNIOR DRAFTSMAN

Makes tracings and drawings of engineering plans and designs (structural, mechanical, civil, etc.); reduces field party notes; prepares maps, charts, and other drawings from engineering or architectural work; does difficult engineering clerical work.

	Salary Per Mo.		Hours Per Wk., Days Vac.		Salary Per Mo.		Hours Per Wk., Days Vac.
	Start	Top			Start	Top	
<u>North East Region</u>				<u>East South Central</u>			
Hartford, Conn.	\$202	\$231	35-10	Covington, Ky.	\$242	\$242	40-10
Portland, Me.	212	234	40-14	Kingsport, Tenn.	200	225	40-7
				Louisville, Ky.	194	229	39-14
<u>Middle Atlantic</u>				<u>West North Central</u>			
Buffalo, N. Y.	238	254	38-18	Ames, Iowa	191	238	44-14
Pittsburgh, Pa.	226	226	40-12	Fargo, N. D.	224	268	48-12
Teaneck, N. J.	193	203	38-12	Kansas City, Mo.	190	230	40-10
Watertown, N. Y.	180	210	35½-12	Lincoln, Neb.	180	189	41½-12
				St. Louis, Mo.	265	292	38-21
<u>South Atlantic</u>				<u>West South Central</u>			
Atlanta, Ga.	240	282	41½-11	Amarillo, Tex.	275	275	42-15
Cedartown, Ga.	165	215	...-	Austin, Tex.	200	275	44-12
Charlotte, N. C.	300	350	40-12	Cushing, Okla.	191	286	44-14
Durham, N. C.	175	210	37½-12	Dallas, Tex.	175	275	40-12
High Point, N. C.	130	175	44-12	Houston, Tex.	200	300	40-10
Jacksonville, Fla.	175	268	40-15	Muskogee, Okla.	169	201	44-11
Lakeland, Fla.	280	310	44-12	New Orleans, La.	180	230	35-18
Miami, Fla.	195	244	41-10				
Norfolk, Va.	216	259	40-12	<u>Mountain</u>			
Roanoke, Va.	270	...	41-15	Boulder, Colo.	190	236	44-15
St. Petersburg, Fla.	185	205	40-14	Colo. Sprgs., Colo.	219	254	44-12
Sarasota, Fla.	160	200	38-12	Phoenix, Ariz.	258	302	40-15
Tampa, Fla.	200	223	41-12	Tucson, Ariz.	261	281	39-15
<u>East North Central</u>				<u>Pacific</u>			
Akron, Ohio	265	295	37-12	Bakersfield, Calif.	262	330	40-12
Albert Lea, Minn.	263	289	44-12	Bend, Ore.	...	341	44-11
Ashtabula, Ohio	238	297	44-12	Fresno, Calif.	305	326	40-15
Beloit, Wis.	205	230	44-14	Oakland, Calif.	270	320	37½-15
Columbus, Ohio	201	212	38½-12	Pasadena, Calif.	280	337	40-10
Detroit, Mich.	283	321	40-10	Sacramento, Calif.	272	327	40-15
Flint, Mich.	218	245	41-14	San Diego, Calif.	244	282	40-14
Kalamazoo, Mich.	...	279	..-10	San Francisco, Calif.	260	320	40-10
Madison, Wis.	238	283	39-10	Seattle, Wash.	280	295	40-12
Marquette, Mich.	200	255	40-12	Stockton, Calif.	266	332	37½-12
Milwaukee, Wis.	287	317	40-10				
Painesville, Ohio	...	292	40-14	<u>Canada</u>			
Pontiac, Mich.	236	266	40-12	Shawinigan Falls, Que.	195	217	35½-12
St. Paul, Minn.	249	285	38-15	Verdun, Que.	185	272	35-14

(Over)

JUNIOR CIVIL ENGINEER

Performs beginning level professional office and field civil engineering work, including the performance of instrument work in surveying property and building sites; performs simple engineering work in inspection and testing on construction and maintenance projects; prepares designs, plans, specifications and estimates requiring the use of limited independent judgment.

	Salary		Hours		Salary		Hours
	Per Mo.	Per Mo.	Per Wk.,		Per Mo.	Per Mo.	Per Wk.,
	Start	Top	Days Vac.		Start	Top	Days Vac.
<u>North East Region</u>				<u>West North Central</u>			
Bridgeport, Conn.	\$236	\$283	35½-14	Ames, Iowa	\$250	\$300	44-14
Cambridge, Mass.	233	267	37½-14	Fargo, N. D.	258	309	48-12
Hartford, Conn.	252	303	35-10	Kansas City, Mo.	220	265	40-10
Portland, Me.	256	280	40-14	Lincoln, Neb.	180	189	41½-12
Portsmouth, N. H.	167	229	44-11	St. Louis, Mo.	310	341	38-21
				Sioux Falls, S. D.	275	320	44-12
				University City, Mo.	210	240	41-12
<u>Middle Atlantic</u>				<u>West South Central</u>			
Buffalo, N. Y.	288	304	38-18	Alexandria, La.	275	350	40-12
Mamaroneck, N. Y.	238	288	43-11	Amarillo, Tex.	300	400	42-15
Pittsburgh, Pa.	224	224	40-12	Austin, Tex.	250	325	44-12
Sewickley, Pa.	250	...	44-14	Cushing, Okla.	275	350	44-14
Watertown, N. Y.	218	248	35½-12	Dallas, Tex.	250	330	40-12
				Houston, Tex.	225	300	40-10
<u>South Atlantic</u>				Muskogee, Okla.	201	240	44-11
Charlotte, N. C.	371	371	40-12	New Orleans, La.	250	350	35-18
Clarksburg, W. Va.	265	265	44-14				
Columbus, Ga.	270	300	44-14	<u>Mountain</u>			
Durham, N. C.	250	325	37½-12	Boulder, Colo.	216	270	44-15
High Point, N. C.	160	180	40-12	Colo. Sprgs., Colo.	345	403	44-12
Jacksonville, Fla.	300	350	40-15	Tucson, Ariz.	261	281	39-15
Lakeland, Fla.	345	355	44-12				
Norfolk, Va.	216	259	40-12	<u>Pacific</u>			
Rock Hill, S. C.	...	335	44-14	Bakersfield, Calif.	287	360	40-12
St. Petersburg, Fla.	205	245	40-14	Berkeley, Calif.	300	370	40-14
Sarasota, Fla.	180	250	38-12	Bremerton, Wash.	255	335	40-14
				Eugene, Ore.	250	310	44-12
<u>East North Central</u>				Oakland, Calif.	335	425	37½-15
Albert Lea, Minn.	316	363	44-12	Pasadena, Calif.	343	411	40-10
Ashtabula, Ohio	245	...	44-12	Portland, Ore.	285	350	40-10
Columbus, Ohio	256	278	38½-12	Sacramento, Calif.	339	406	40-15
Detroit, Mich.	288	325	40-10	San Diego, Calif.	296	360	40-14
Flint, Mich.	293	324	41-14	San Francisco, Cal.	340	400	40-10
Madison, Wis.	324	369	..-10	Seattle, Wash.	340	355	40-12
Marquette, Mich.	235	315	40-12	Stockton, Calif.	352	439	37½-12
Milwaukee, Wis.	317	367	40-10				
Painesville, Ohio	...	316	40-14	<u>Canada</u>			
Pontiac, Mich.	295	345	40-12	Shawinigan Falls,			
Traverse City, Mich.	285	345	41-14	Que.	317	350	35½-12
Winnetka, Ill.	275	348	40-14	Verdun, Que.	250	315	35-14
<u>East South Central</u>							
Kingsport, Tenn.	200	250	40-14				
Louisville, Ky.	243	283	39-14				
Paducah, Ky.	275	275	41-12				

JUNIOR LIBRARIAN

Performs beginning level professional library work serving as an assistant to a higher level librarian in accessioning, cataloging, and reference functions, or is in charge of a small departmental library with responsibility for the performance of a variety of professional and occupational duties limited to departmental needs.

	Salary Per Mo.		Hours Per Wk., Days Vac.		Salary Per Mo.		Hours Per Wk., Days Vac.
	Start	Top			Start	Top	
<u>North East Region</u>				<u>West North Central</u>			
Brattleboro, Vt.	\$125	\$162	38-14	Lincoln, Neb.	\$150	\$170	41½-12
Bridgeport, Conn.	240	260	40-21	St. Louis, Mo.	215	237	38-21
Cambridge, Mass.	167	196	37½-14	Sioux Falls, S. D.	255	295	44-12
Portland, Me.	186	204	40-28				
Portsmouth, N. H.	...	146	39-11	<u>West South Central</u>			
Rockland, Me.	87	117	40-12	Amarillo, Tex.	200	275	41-15
				Austin, Tex.	160	200	44-12
<u>Middle Atlantic</u>				Cushing, Okla.	120	135	40-14
Buffalo, N. Y.	213	229	38-18	Houston, Tex.	135	175	40-10
Pittsburgh, Pa.	214	214	40-12	Muskogee, Okla.	149	176	44-11
Watertown, N. Y.	200	230	35½-12	New Orleans, La.	200	275	40-18
<u>South Atlantic</u>				<u>Mountain</u>			
Atlanta, Ga.	215	240	40-11	Boulder, Colo.	174	216	39-21
Clarksburg, W. Va.	155	155	44-14	Colo. Sprgs., Colo.	195	228	37-12
High Point, N. C.	130	160	40-12	Phoenix, Ariz.	213	243	40-15
Jacksonville, Fla.	155	200	40-30				
Lakeland, Fla.	135	185	44-12	<u>Pacific</u>			
Miami, Fla.	233	292	41-10	Chico, Calif.	230	263	40-13
Norfolk, Va.	143	172	40-12	Oakland, Calif.	205	255	40-15
Roanoke, Va.	210	...	40-15	Pasadena, Calif.	243	292	40-10
St. Petersburg, Fla.	185	215	40-14	Sacramento, Calif.	242	290	40-15
Sarasota, Fla.	140	180	38-12	San Diego, Calif.	244	282	40-14
Tampa, Fla.	151	151	38-12	San Francisco, Cal.	230	280	40-10
				Seattle, Wash.	210	300	40-12
<u>East North Central</u>				Stockton, Calif.	218	266	37½-12
Beloit, Wis.	175	200	44-14				
Detroit, Mich.	263	289	40-10	<u>Canada</u>			
Madison, Wis.	250	295	39-30	Verdun, Que.	146	207	35-14
Milwaukee, Wis.	287	317	40-10				
Pontiac, Mich.	260	310	40-12				
St. Paul, Minn.	235	268	38-15				
<u>East South Central</u>							
Louisville, Ky.	130	158	39-14				

(Over)

PLAYLEADER

Organizes and directs the recreational activities of a small summer playground or play center; or assists in directing such activities at a large recreation center. Does occasional clerical work issuing permits, and makes routine reports.

	Salary Per Mo.		Hours Per Wk.,		Salary Per Mo.		Hours Per Wk.,
	Start	Top	Days Vac.		Start	Top	Days Vac.
<u>North East Region</u>				<u>West North Central</u>			
Brattleboro, Vt.	\$188	\$208	60-14	Kansas City, Mo.	\$145	\$180	40-10
Bridgeport, Conn.	105	115	32½-14	St. Louis, Mo.	198	220	38-21
Cambridge, Mass.	200	242	37½-14				
Hartford, Conn.	218	262	..-10	<u>West South Central</u>			
New London, Conn.	...	292	40-10	Alexandria, La.	80	150	44-12
				Amarillo, Tex.	150	175	45-15
<u>Middle Atlantic</u>				Cushing, Okla.	150	185	40- 0
Buffalo, N. Y.	229	229	35-18	Dallas, Tex.	190	235	40-12
Pittsburgh, Pa.	177	212	40-12	Houston, Tex.	175	210	40-10
Watertown, N. Y.	152	195	40- 6	New Orleans, La.	140	180	40-18
<u>South Atlantic</u>				<u>Mountain</u>			
Atlanta, Ga.	156	184	44-11	Colo. Sprgs., Colo.	173	203	44-12
Clarksburg, W. Va.	150	150	36- 0	Phoenix, Ariz.	213	243	44-15
Columbus, Ga.	160	195	..-..	Tucson, Ariz.	181	221	30-15
Durham, N. C.	85	120	37½-12				
Jacksonville, Fla.	125	150	40-15	<u>Pacific</u>			
Lakeland, Fla.	215	225	44-12	Berkeley, Calif.	225	257	40-14
Miami, Fla.	223	279	44-10	Bremerton, Wash.	175	290	40-14
Norfolk, Va.	143	172	44-12	Fresno, Calif.	200	210	40-15
Roanoke, Va.	210	...	41-15	Oakland, Calif.	230	290	40-15
Rock Hill, S. C.	175	189	44-14	Portland, Ore.	235	285	40-10
Tampa, Fla.	166	194	40-12	Sacramento, Calif.	193	231	40-15
				San Diego, Calif.	164	210	40-14
<u>East North Central</u>				San Francisco, Cal.	250	300	40-10
Akron, Ohio	190	205	40-12	Seattle, Wash.	200	220	40-12
Columbus, Ohio	123	134	38½-12				
Detroit, Mich.	209	257	40-10	<u>Canada</u>			
Flint, Mich.	122	147	40-14	Verdun, Que.	207	315	35-14
Marquette, Mich.	250	308	48-12				
Pontiac, Mich.	230	280	40-12				
St. Paul, Minn.	205	235	40-15				
<u>East South Central</u>							
Louisville, Ky.	120	146	39-14				

FIREMAN

Does skilled work in fighting fires of all types and in the maintenance of fire-fighting equipment; engages in such fire prevention activities as locating and securing the abatement of fire hazards in commercial, industrial, residential and other structures and properties.

	Salary		Hours		Salary		Hours
	Per Mo.	Per Mo.	Per Wk.,		Per Mo.	Per Mo.	Per Wk.,
	Start	Top	Days Vac.		Start	Top	Days Vac.
<u>North East Region</u>				<u>East South Central</u>			
Auburn, Me.	\$188	\$203	84-14	Covington, Ky.	\$267	\$267	72-10
Brattleboro, Vt.	184	206	84- 7	Kingsport, Tenn.	225	275	..-14
Cambridge, Mass.	235	283	48-14	Louisville, Ky.	210	250	72-14
Hartford, Conn.	243	292	56-14	Murfreesboro, Tenn.	220	300	48- 7
New London, Conn.	242	262	56-14	Paducah, Ky.	210	220	72-15
Portland, Me.	204	223	74-21	<u>West North Central</u>			
Portsmouth, N. H.	167	229	84-15	Ames, Iowa	210	250	84-14
Rockland, Me.	173	199	..-12	Atchison, Kan.	...	205	84-15
<u>Middle Atlantic</u>				Fargo, N. D.	201	240	72-12
Buffalo, N. Y.	233	275	56-14	Kansas City, Mo.	230	280	72-..
Elmira, N. Y.	240	275	60-21	Lincoln, Neb.	197	220	84-12
Northampton, Pa.	216	226	54-12	St. Louis, Mo.	288	319	67-21
Pittsburgh, Pa.	248	285	40-12	Sioux Falls, S. D.	230	280	78-12
Teaneck, N. J.	233	313	72-15	University City, Mo.	253	270	84-..
Watertown, N. Y.	223	248	70-14	<u>West South Central</u>			
<u>South Atlantic</u>				Amarillo, Tex.	200	240	72-21
Cedartown, Ga.	160	185	..-14	Austin, Tex.	220	240	72-15
Charlotte, N. C.	215	260	72-15	Cushing, Okla.	195	220	60-14
Clarksburg, W. Va.	220	225	72-14	Dallas, Tex.	220	255	72-12
Columbus, Ga.	211	232	..-..	Houston, Tex.	250	300	60-15
Durham, N. C.	173	240	72-12	Muskogee, Okla.	178	220	72-21
High Point, N. C.	190	240	84-15	New Orleans, La.	214	234	60-15
Lakeland, Fla.	205	235	48-12	<u>Mountain</u>			
Miami, Fla.	223	279	72-18	Boulder, Colo.	207	258	74-15
Norfolk, Va.	197	236	48-12	Colo. Sprgs., Colo.	240	278	73-12
Roanoke, Va.	255	...	84-15	Grand Jct., Colo.	233	300	..-15
Rock Hill, S. C.	...	238	72-14	Laramie, Wyo.	185	257	..-14
St. Petersburg, Fla.	215	245	72-14	Phoenix, Ariz.	258	308	48-15
Sarasota, Fla.	196	202	72-12	<u>Pacific</u>			
Tampa, Fla.	211	232	72-12	Bakersfield, Calif.	262	330	72-15
<u>East North Central</u>				Bend, Ore.	273	310	75-14
Albert Lea, Minn.	218	240	..-12	Berkeley, Calif.	283	310	72-14
Ashtabula, Ohio	253	313	63-12	Chico, Calif.	251	301	72-13
Beloit, Wis.	245	270	72-14	Eugene, Ore.	230	285	72-12
Columbus, Ohio	232	248	56-15	Fresno, Calif.	263	305	72-15
Detroit, Mich.	284	344	63-..	Oakland, Calif.	285	315	67-15
Flint, Mich.	272	303	..-20	Pasadena, Calif.	280	337	72-12
Kalamazoo, Mich.	281	306	73-14	Pittsburg, Calif.	316	316	56-14
Madison, Wis.	271	306	67-14	Sacramento, Calif.	266	320	72-15
Marquette, Mich.	200	233	73-14	San Diego, Calif.	244	311	72-18
Milwaukee, Wis.	297	317	72-15	San Francisco, Cal.	285	315	60-10
Painesville, Ohio	269	291	..-14	Seattle, Wash.	260	300	48-16
Pontiac, Mich.	241	271	63-12	Stockton, Calif.	288	322	67-15
St. Paul, Minn.	256	286	65-15	<u>Canada</u>			
Traverse City, Mich.	200	230	73½-14	Verdun, Que.	179	246	..-15
Winnetka, Ill.	250	302	72-14	(Over)			

POLICEMAN

Does general duty police work in the prevention of crime and enforcement of laws; serves as a patrolman in an assigned area; handles traffic control, either on foot or as motorcycle patrolman; makes investigations of crime either in uniform or in plain clothes.

	Salary		Hours Per Wk., Days Vac.		Salary		Hours Per Wk., Days Vac.
	Per Mo.	Per Mo.			Per Mo.	Per Mo.	
	Start	Top			Start	Top	
<u>North East Region</u>				<u>East South Central</u>			
Auburn, Me.	\$188	\$203	50½-14	Covington, Ky.	\$267	\$267	48-10
Brattleboro, Vt.	195	217	60-7	Kingsport, Tenn.	225	275	48-14
Cambridge, Mass.	235	283	42-14	Louisville, Ky.	210	258	48-14
Hartford, Conn.	243	292	48-12	Murfreesboro, Tenn.	220	300	48-7
New London, Conn.	242	262	40-14	Paducah, Ky.	210	220	56-15
Portland, Me.	204	223	48-14				
Portsmouth, N. H.	208	271	48-12	<u>West North Central</u>			
Rockland, Me.	173	199	48-12	Ames, Iowa	210	250	54-14
<u>Middle Atlantic</u>				Atchison, Kan.	...	205	56-15
Carlisle, Pa.	...	167	60-14	Fargo, N. D.	201	240	48-12
Elmira, N. Y.	258	275	44-21	St. Louis, Mo.	262	290	56-21
Mamaroneck, N. Y.	250	306	45-15	Sioux Falls, S. D.	220	280	48-12
Northampton, Pa.	216	226	48-12	University City, Mo.	253	270	48-12
Pittsburgh, Pa.	248	285	40-12	<u>West South Central</u>			
Sewickley, Pa.	240	280	48-14	Amarillo, Tex.	200	240	48-21
Teaneck, N. J.	233	313	40-12	Austin, Tex.	220	240	48-15
Watertown, N. Y.	223	248	48-12	Cushing, Okla.	195	215	48-14
<u>South Atlantic</u>				Dallas, Tex.	220	255	44-12
Cedartown, Ga.	160	190	..-14	Houston, Tex.	250	300	40-15
Charlotte, N. C.	215	260	48-15	Muskogee, Okla.	201	251	48-18
Clarksburg, W. Va.	220	225	48-14	New Orleans, La.	190	240	48-21
Columbus, Ga.	211	232	..-..	<u>Mountain</u>			
Durham, N. C.	177	263	48-15	Boulder, Colo.	207	258	48-15
High Point, N. C.	190	240	48-12	Colo. Sprgs., Colo.	240	278	48½-12
Lakeland, Fla.	225	255	48-12	Grand Jct., Colo.	233	300	48-15
Miami, Fla.	223	279	48-18	Laramie, Wyo.	185	257	..-14
Norfolk, Va.	197	236	48-12	Phoenix, Ariz.	258	308	48-15
Roanoke, Va.	260	...	51-15	<u>Pacific</u>			
Rock Hill, S. C.	...	238	48-14	Bakersfield, Calif.	262	330	40-12
St. Petersburg, Fla.	215	245	48-14	Bend, Ore.	273	310	48-14
Sarasota, Fla.	216	222	48-12	Berkeley, Calif.	283	310	40-14
<u>East North Central</u>				Chico, Calif.	251	301	48-13
Albert Lea, Minn.	218	240	48-12	Eugene, Ore.	240	285	48-12
Ashtabula, Ohio	253	313	48-12	Fresno, Calif.	263	305	40-15
Beloit, Wis.	245	270	46-14	Oakland, Calif.	285	315	40-15
Columbus, Ohio	282	300	40-15	Pasadena, Calif.	280	337	40-10
Detroit, Mich.	284	344	40-..	Pittsburg, Calif.	322	322	40-14
Flint, Mich.	272	303	48-20	Portland, Ore.	255	310	40-10
Kalamazoo, Mich.	281	306	48-12	Sacramento, Calif.	266	320	44-15
Madison, Wis.	271	306	40-14	San Diego, Calif.	244	311	40-18
Marquette, Mich.	200	243	44-12	San Francisco, Cal.	285	315	40-10
Milwaukee, Wis.	297	327	44-12	Seattle, Wash.	260	300	44-16
Painesville, Ohio	269	291	..-14	Stockton, Calif.	288	322	48-15
Pontiac, Mich.	251	281	48-12	<u>Canada</u>			
St. Paul, Minn.	256	293	40-15	La Tuque, Que.	216	216	56-14
Traverse City, Mich.	200	230	44-14	Verdun, Que.	171	237	48-15
Winnetka, Ill.	255	312	44-14				

BUILDING INSPECTOR

Inspects new construction and alterations for possession of permits and conformity with building code requirements in regard to such features as soil conditions for piling, size of excavations, set-backs, foundations, vents, structural columns and beams, materials and the like; secures evidence of violations and makes arrests.

	Salary Per Mo.		Hours Per Wk., Days Vac.		Salary Per Mo.		Hours Per Wk., Days Vac.
	Start	Top			Start	Top	
<u>North East Region</u>				<u>West North Central</u>			
Cambridge, Mass.	\$233	\$300	37½-14	Fargo, N. D.	\$268	\$320	48-12
Hartford, Conn.	282	338	35-10	Kansas City, Mo.	240	295	40-10
New London, Conn.	...	375	40-10	St. Louis, Mo.	310	341	38-21
Portland, Me.	223	244	40-14	Sioux Falls, S. D.	310	360	44-12
<u>Middle Atlantic</u>				<u>West South Central</u>			
Buffalo, N. Y.	263	279	38-18	Amarillo, Tex.	225	265	42-15
Elmira, N. Y.	283	...	35½-14	Austin, Tex.	...	400	44-12
Mamaroneck, N. Y.	277	327	43-11	Cushing, Okla.	260	310	44-14
Pittsburgh, Pa.	333	333	40-12	Dallas, Tex.	275	360	40-12
Teaneck, N. J.	325	350	38-12	Houston, Tex.	315	315	40-10
Watertown, N. Y.	293	333	37½-12	Muskogee, Okla.	220	262	44-11
				New Orleans, La.	225	300	35-18
<u>South Atlantic</u>				<u>Mountain</u>			
Charlotte, N. C.	305	400	40-12	Boulder, Colo.	236	296	44-15
Columbus, Ga.	...	350	...	Colo. Sprgs., Colo.	250	290	44-12
Durham, N. C.	250	438	37½-12	Grand Jct., Colo.	...	275	42-14
High Point, N. C.	250	300	40-12	Laramie, Wyo.	...	252	48-14
Jacksonville, Fla.	300	315	40-15	Phoenix, Ariz.	298	354	40-15
Lakeland, Fla.	390	400	44-12				
Miami, Fla.	351	419	41-10				
Norfolk, Va.	216	259	44-12	<u>Pacific</u>			
Roanoke, Va.	383	...	41-15	Bakersfield, Calif.	300	375	40-12
Rock Hill, S. C.	...	286	44-14	Berkeley, Calif.	295	355	40-14
St. Petersburg, Fla.	255	285	40-14	Chico, Calif.	330	396	40-13
Sarasota, Fla.	200	250	38-12	Eugene, Ore.	270	385	44-12
Tampa, Fla.	366	366	41-12	Fresno, Calif.	394	394	40-15
				Oakland, Calif.	295	360	37½-15
<u>East North Central</u>				Pasadena, Calif.	293	351	40-10
Albert Lea, Minn.	266	306	44-12	Pittsburg, Calif.	386	386	40-14
Beloit, Wis.	280	320	44-14	Sacramento, Calif.	308	370	40-15
Columbus, Ohio	298	320	38½-12	San Diego, Calif.	296	360	40-14
Detroit, Mich.	366	392	40-10	San Francisco, Calif.	390	470	40-10
Flint, Mich.	275	305	41-14	Seattle, Wash.	340	355	40-12
Kalamazoo, Mich.	...	417	..-10	Stockton, Calif.	393	491	37½-12
Madison, Wis.	324	389	39-10				
Marquette, Mich.	200	250	40-12	<u>Canada</u>			
Milwaukee, Wis.	342	352	40-10	Shawinigan Falls, Que.	195	225	35½-12
Pontiac, Mich.	295	345	40-12	Verdun, Que.	185	272	35-14
St. Paul, Minn.	422	422	40-15				
<u>East South Central</u>							
Covington, Ky.	287	287	40-10				
Kingsport, Tenn.	250	350	40-14				
Louisville, Ky.	222	259	39-14				
Paducah, Ky.	230	230	41-12				

(Over)

PLUMBING INSPECTOR

Makes periodic inspections of private waste disposal systems; reviews, for conformity with regulations, plans for steam, gas, water supply and waste disposal installations in commercial, industrial and residential buildings, and suggests modifications; makes inspections of construction work to secure conformance with approved designs and plans and to insure use of proper materials; secures evidence of violations and makes arrests.

	Salary		Hours		Salary		Hours
	Per Mo.		Per Wk.,		Per Mo.		Per Wk.,
	Start	Top	Days Vac.		Start	Top	Days Vac.
<u>North East Region</u>				<u>East South Central</u>			
Bridgeport, Conn.	\$284	\$331	35½-14	Covington, Ky.	\$287	\$287	40-10
Cambridge, Mass.	233	300	37½-14	Louisville, Ky.	222	259	39-14
Hartford, Conn.	282	338	35-10				
New London, Conn.	242	267	40-10	<u>West North Central</u>			
Portland, Me.	234	256	40-14	Ames, Iowa	250	295	44-14
				Fargo, N. D.	232	278	48-12
<u>Middle Atlantic</u>				Kansas City, Mo.	240	295	40-10
Buffalo, N. Y.	263	279	38-18	Lincoln, Neb.	215	245	41½-12
Elmira, N. Y.	322	...	35½-14	St. Louis, Mo.	310	341	38-21
Pittsburgh, Pa.	360	360	40-12	Sioux Falls, S. D.	305	345	44-12
Teaneck, N. J.	289	350	38-12				
Watertown, N. Y.	235	265	35½-12	<u>West South Central</u>			
				Alexandria, La.	275	350	40-12
<u>South Atlantic</u>				Amarillo, Tex.	235	275	42-15
Atlanta, Ga.	282	310	41½-11	Austin, Tex.	...	330	44-12
Charlotte, N. C.	305	360	40-12	Cushing, Okla.	260	290	44-14
Columbus, Ga.	...	270	..-..	Dallas, Tex.	275	360	40-12
Durham, N. C.	200	300	37½-12	Houston, Tex.	315	315	40-10
High Point, N. C.	210	250	40-12	Muskogee, Okla.	220	262	44-11
Jacksonville, Fla.	320	350	40-15	New Orleans, La.	225	300	35-18
Lakeland, Fla.	225	235	..-12				
Miami, Fla.	383	419	41-10	<u>Mountain</u>			
Norfolk, Va.	216	259	44-12	Colo. Sprgs., Colo.	230	270	44-12
Roanoke, Va.	290	...	41-12	Grand Jct., Colo.	...	350	42-14
St. Petersburg, Fla.	255	285	40-14	Phoenix, Ariz.	298	354	40-15
Sarasota, Fla.	200	250	38-12	Tucson, Ariz.	303	363	39-15
Tampa, Fla.	334	334	41-12				
				<u>Pacific</u>			
<u>East North Central</u>				Bakersfield, Calif.	300	375	40-12
Akron, Ohio	285	315	40-12	Bremerton, Wash.	240	320	39-14
Beloit, Wis.	280	320	44-14	Eugene, Ore.	285	335	44-12
Columbus, Ohio	298	320	38½-12	Fresno, Calif.	...	410	40-15
Detroit, Mich.	366	392	40-10	Oakland, Calif.	295	360	40-15
Flint, Mich.	275	305	41-14	Pasadena, Calif.	293	351	40-10
Kalamazoo, Mich.	...	340	..-10	Portland, Ore.	285	350	40-10
Madison, Wis.	324	389	39-10	Sacramento, Calif.	339	406	40-15
Milwaukee, Wis.	342	352	40-10	San Diego, Calif.	296	360	40-14
Pontiac, Mich.	276	306	40-12	San Francisco, Calif.	390	470	40-10
St. Paul, Minn.	422	422	40-15	Seattle, Wash.	340	355	40-12
				Stockton, Calif.	352	439	37½-12
				<u>Canada</u>			
				Verdun, Que.	185	272	35-14